

Sustainability performance data : Social_Human Capital

Sustainability Performance Data: Social - Human Capital

#	GRI		Required Data	Unit	2023		2024		2025		
	GRI Standards Title	GRI Standards			Male	Female	Male	Female	Male	Female	
Power Plant Reporting Coverage (%)					100%		100%		100%		
Topic: Total Employees											
1	General Disclosures 2021 Diversity and Equal Opportunity 2016	General Disclosures 2021 405-1 Diversity of governance bodies and employees	Total employees	Person	881		889		934		
				% (of total employees)	675	206	685	204	724	210	
1.1			- Permanent employees	Person	675	206	685	204	724	210	
				% (of total employees)	77	23	77	23	78	22	
1.2			- Temporary employees	Person	0	0	0	0	0	0	
				% (of total employees)	0	0	0	0	0	0	
2			By Province								
2.1				Bangkok	Person	56	82	50	73	50	68
2.2				Chonburi	Person	39	20	36	21	39	20
2.3				Nakhon Ratchasima	Person	89	15	89	16	65	13
2.4				Buriram	Person	63	9	60	9	51	5
2.5				Kampangphet	Person	48	5	70	9	72	11
2.6				Nakhon Si Thammarat	Person	0	0	0	0	0	0
2.7				Krabi	Person	50	8	49	8	53	9
2.8				Kachanaburi	Person	32	7	30	7	31	7
2.9				Lampang	Person	34	7	31	6	33	6
2.10				Chachoengsao	Person	45	8	49	12	108	27
2.11				Khonkaen	Person	84	19	83	18	84	18
2.12				Nongkhai	Person	31	6	34	5	34	6
2.13				Udonthani	Person	4	0	4	0	4	0
2.14				Roi-et	Person	35	3	36	3	35	5
2.15				Ubonratchathani	Person	32	7	31	7	33	8
2.16				Surin	Person	33	10	33	10	32	7
3			By region								
3.1				Bangkok and Metropolitan Area	Person	138		123		118	
						56	82	50	73	50	68
3.2				Northern	Person	94		116		122	
						82	12	101	15	105	17
3.3				Central (exclude Bangkok and Metropolitan Area)	Person	39		37		38	
						32	7	30	7	31	7
3.4				Northeastern	Person	440		438		400	
						371	69	370	68	338	62
3.5				Southern	Person	58		57		62	
						50	8	49	8	53	9
3.6				Eastern	Person	112		118		194	
						84	28	85	33	147	47
3.7				Foreign Countries (Outside Thailand)	Person	0		0		0	
		0	0			0	0	0	0		
4	By Nationality										
4.1		Thai	Person	N/A		N/A		934			
				% (of total employees)	N/A	N/A	N/A	N/A	724	210	
4.2		Others	Person	N/A		N/A		0			
				% (of total employees)	N/A	N/A	N/A	N/A	0	0	
5	By Generation										
5.1		Baby Boomer (Year 1946–1964)	Person	N/A		5		11			
				% (of total employees)	N/A	N/A	4	1	10	1	
5.2		Generation X (Year 1965–1980)	Person	N/A		57		67			
				% (of total employees)	N/A	N/A	47	10	55	12	
5.3		Generation Y (Year 1981–1996)	Person	N/A		489		526			
				% (of total employees)	N/A	N/A	395	94	417	109	
5.4		Generation Z (Year 1997–2012)	Person	N/A		338		330			
				% (of total employees)	N/A	N/A	239	99	242	88	
6	By Age Group										
6.1		Under 30 years	Person	385		386		374			
				% (of total employees)	271	114	275	111	271	103	
				% (by gender)	44	13	43.42	12	40.04	11	
6.2		30-50 years	Person	70		30		71			
				% (of total employees)	388	90	385	89	414	104	
				% (by gender)	54	10	53.32	10	44	11	
6.3		Over 50 years	Person	81		19		81			
				% (of total employees)	18	2	25	4	39	3	
				% (by gender)	2.043	0.227	3.26	0.450	4.176	0.321	
				1.816	89	11	86	14	93	7	

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#	GRI		Required Data	Unit	2023		2024		2025		
	GRI Standards Title	GRI Standards			Male	Female	Male	Female	Male	Female	
Power Plant Reporting Coverage (%)					100%		100%		100%		
7	Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	By Employee Category								
7.1			Executive	Person	14		12		7		
					10	4	8	4	5	2	
				% (of total employees)	1.59		1.35		0.75		
				% (by gender)		71	29	67	33	71	29
			- Under 30 years	Person	0		0		0		
				% (of total executives)	0		0		0		
			- 30-50 years	Person	11		9		5		
				% (of total executives)	79		75		71		
			- Over 50 years	Person	3		3		2		
				% (of total executives)	21		25		29		
7.2			Management	Person	59		58		73		
					41	18	39	19	48	25	
				% (of total employees)	6.70		6.52		7.82		
				% (by gender)		69	31	67	33	66	34
			- Under 30 years	Person	4		4		3		
				% (of total management)	7		6.90		4.11		
			- 30-50 years	Person	49		47		60		
				% (of total management)	83		81.03		82.19		
			- Over 50 years	Person	6		7		10		
				% (of total management)	10		12.07		13.70		
7.3			Employee (non-management level)	Person	808		819		854		
					624	184	638	181	671	183	
				% (of total employees)	91.71		92.13		91.43		
				% (by gender)		77	23	78	22	78	22
			- Under 30 years	Person	381		382		371		
				% (of total non-management)	47		46.64		43.44		
			- 30-50 years	Person	418		417		452		
				% (of total non-management)	52		50.92		52.93		
			- Over 50 years	Person	9		20		31		
	% (of total non-management)	1		2.44		3.63					
8			By Department								
8.1			Power Plant Procurement and Performance Development Department	Person	N/A		17		7		
8.2			Legal & Compliance	Person	N/A		8		7		
8.3			Sustainability and Risk Management Department	Person	N/A		1		1		
8.4			Human Resource	Person	N/A		21		20		
8.5			Investor Relations	Person	N/A		1		1		
8.6			Executive	Person	N/A		13		7		
8.7			Information Systems and Technology Management	Person	N/A		21		21		
8.8			Accounting and Finance	Person	N/A		71		77		
8.9			Operation	Person			728		784		
8.10			Business Development	Person	N/A		8		9		
9	N/A	N/A	Other								
			Percentage of employees from local communities	% (of total employees)	N/A		N/A		69.16		
Topic: The Employment the people with disabilities											
10	Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Total people with disabilities	Person	6		6		6		
10.1			- disabled employees	Person	4		4		2		
				N/A	N/A	N/A	N/A	1	1		
10.2			- disabled non-employee workers	Person	2		2		4		
11			Percentage of people with disabilities	% (of total employees)	0.68		0.67		0.64		
12	N/A	N/A	Contribution to the fund for the promotion and development of the quality of life of persons with disabilities	YES / NO	NO		NO		NO		
Topic: New Employee Hire											
13	Employment 2016	401-1 New employee hires and employee turnover	Total new employee hires	Person	218		227		219		
					141	77	176	51	150	69	
14			Rate of hiring new employees	% (of total employees)	25		26		23		
	% (by gender)	16		9	20	6	16	7			
					65	35	78	22	68	32	

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	GRI Standards Title	GRI Standards			Male	Female	Male	Female	Male	Female		
Power Plant Reporting Coverage (%)					100%		100%		100%			
15	Employment 2016	401-1 New employee hires and employee turnover	By Area									
15.1			Bangkok	Person	86		72		49			
				% (of total new employees)	N/A		N/A		31 41 16 33			
			Other Area (In Thailand)	Person	132		155		22			
				% (of total new employees)	39		32		22			
15.2						Person	132		155		170	
						% (of total new employees)	N/A		N/A		134 36	
						Person	61		68		78	
						% (of total new employees)	N/A		N/A			
					Chonburi	Person	N/A	N/A	N/A	N/A	12	10
					Nakhon Ratchasima	Person	N/A	N/A	N/A	N/A	15	0
					Buriram	Person	N/A	N/A	N/A	N/A	1	0
					Kampangphet	Person	N/A	N/A	N/A	N/A	19	5
					Nakhon Si Thammarat	Person	N/A	N/A	N/A	N/A	0	0
					Krabi	Person	N/A	N/A	N/A	N/A	10	2
					Kachanaburi	Person	N/A	N/A	N/A	N/A	8	0
					Lampang	Person	N/A	N/A	N/A	N/A	5	2
					Chachoengsao	Person	N/A	N/A	N/A	N/A	49	16
					Khonkaen	Person	N/A	N/A	N/A	N/A	2	0
					Nongkhai	Person	N/A	N/A	N/A	N/A	5	1
					Udonthani	Person	N/A	N/A	N/A	N/A	1	0
					Roi-et	Person	N/A	N/A	N/A	N/A	1	0
Ubonratchathani			Person	N/A	N/A	N/A	N/A	3	0			
Surin			Person	N/A	N/A	N/A	N/A	3	0			
15.3			Foreign Countries (Outside Thailand)	Person	0		0		0			
				% (of total new employees)	0		0		0 0 0 0			
16					By Nationality							
16.1				Thai	Person	N/A		N/A		219		
					% (of total new employees)	N/A		N/A		150 69		
16.2				Others	Person	N/A		N/A		100		
					% (of total new employees)	N/A		N/A		0 0 0		
17					By Generation							
17.1				Baby Boomer (Year 1946–1964)	Person	N/A		N/A		0		
					% (of total new employees)	N/A		N/A		0 0		
17.2				Generation X (Year 1965–1980)	Person	N/A		N/A		5		
					% (of total new employees)	N/A		N/A		4 1 2.28		
17.3				Generation Y (Year 1981–1996)	Person	N/A		N/A		71		
					% (of total new employees)	N/A		N/A		48 23 32.42		
17.4				Generation Z (Year 1997–2012)	Person	N/A		N/A		143		
					% (of total new employees)	N/A		N/A		98 45 65.30		
18					By Age Group							
18.1				Under 30 years	Person	172		176		150		
					% (of total new employees)	79		78		103 47 68		
18.2				30-50 years	Person	46		51		66		
					% (of total new employees)	N/A		N/A		44 22 30		
18.3				Over 50 years	Person	0		0		3		
					% (of total new employees)	N/A		N/A		3 0 1		
19					By Employee Category							
19.1				Executive	Person	N/A		N/A		0		
					% (of total new employees)	N/A		N/A		0 0 0		
19.2				Management	Person	N/A		N/A		22		
	% (of total new employees)	N/A			N/A		13 9 10.05					
19.3		Employee (non-management level)	Person	N/A		N/A		197				
			% (of total new employees)	N/A		N/A		137 60 89.95				
Topic: Employee Turnover												
20	Employment 2016	401-1 New employee hires and employee turnover	Total employee turnover	Person	179		195		180			
- Voluntary Turnover			Person	113	66	129	66	110	64			
- Involuntary Turnover			Person	0	0	0	0	6	0			
21			Employee turnover rate	% (of total employees)	20.3		21.9		19.3			
				% (bv gender)	12.8	7.5	14.5	7.4	12.4	6.9		
					63.0	37.0	66.2	33.8	64.4	35.6		

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	GRI Standards Title	GRI Standards			Male	Female	Male	Female	Male	Female					
Power Plant Reporting Coverage (%)					100%		100%		100%						
22	Employment 2016	401-1 New employee hires and employee turnover	By Area												
22.1			Bangkok	Person	71		77		54						
				% (of total turnover)	40		39		30						
22.2			Other Area	Person	108		118		126						
				% (of total turnover)	60		61		70						
			Chonburi	Person	N/A	N/A	N/A	N/A	15	9					
			Nakhon Ratchasima	Person	N/A	N/A	N/A	N/A	13	1					
			Buriram	Person	N/A	N/A	N/A	N/A	6	3					
			Kampangphet	Person	N/A	N/A	N/A	N/A	18	3					
			Nakhon Si Thammarat	Person	N/A	N/A	N/A	N/A	0	0					
			Krabi	Person	N/A	N/A	N/A	N/A	6	1					
			Kachanaburi	Person	N/A	N/A	N/A	N/A	7	0					
			Lampang	Person	N/A	N/A	N/A	N/A	4	2					
			Chachoengsao	Person	N/A	N/A	N/A	N/A	16	4					
			Khonkaen	Person	N/A	N/A	N/A	N/A	4	1					
			Nongkhai	Person	N/A	N/A	N/A	N/A	4	1					
			Udonthani	Person	N/A	N/A	N/A	N/A	1	0					
			Roi-et	Person	N/A	N/A	N/A	N/A	2	0					
			Ubonratchathani	Person	N/A	N/A	N/A	N/A	1	0					
			Surin	Person	N/A	N/A	N/A	N/A	4	0					
			22.3	Foreign Countries (Outside Thailand)	Person	N/A		N/A		0					
% (of total turnover)					N/A		N/A		0						
23			Employment 2016	401-1 New employee hires and employee turnover	By Generation										
23.1					Baby Boomer (Year 1946–1964)	Person	N/A		0		0				
						% (of total turnover)	N/A		0		0				
23.2					Generation X (Year 1965–1980)	Person	N/A		8		5				
						% (of total turnover)	N/A		4		3				
23.3					Generation Y (Year 1981–1996)	Person	N/A		80		66				
						% (of total turnover)	N/A		41		37				
23.4					Generation Z (Year 1997–2012)	Person	N/A		107		109				
						% (of total turnover)	N/A		55		61				
24					Employment 2016	401-1 New employee hires and employee turnover	By Age Group								
24.1							Under 30 years	Person	127		114		109		
								% (of total turnover)	71		58.46		60.56		
24.2							30-50 years	Person	51		79		67		
								% (of total turnover)	28		40.51		37.22		
24.3							Over 50 years	Person	1		2		4		
								% (of total turnover)	1		1.03		2.22		
25							Employment 2016	401-1 New employee hires and employee turnover	By Employee Category						
25.1									Executive	Person	N/A		N/A		0
			% (of total turnover)	N/A						N/A		0			
25.2			Management	Person	N/A				N/A		14				
				% (of total turnover)	N/A				N/A		7.78				
25.3			Employee (non-management level)	Person	N/A				N/A		166				
				% (of total turnover)	N/A				N/A		92.22				
Topic: Parental Leave															
26			Employment 2016	401-3 Parental leave	Employees were entitle to parental leave	Person	N/A		N/A		934				
27	Employee taken parental leave	Person			8		4		5						
		0			8	0	4	0	5						
28	Employee returned to work after parental leave ended	Person			8		4		5						
		0			8	0	4	0	5						
29	Employee returned to work after parental leave ended that were still employed 12 months after their return to work	Person			N/A		N/A		5						
		0			N/A	0	N/A	0	5						
30	Return to work rate	%	0	100	0	100	0	100							
31	Retention rate	%	0	N/A	0	N/A	0	100							

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#	GRI		Required Data	Unit	2023		2024		2025		
	GRI Standards Title	GRI Standards			Male	Female	Male	Female	Male	Female	
Power Plant Reporting Coverage (%)					100%		100%		100%		
Topic: Employee Training and Development											
32	Training and Education 2016	404-1 Average hours of training per year per employee	Total training hours of all employees	Hours	N/A		17,148.00		31,414.50		
33			Average training hours per employee	Hours / Person	144		20.10		33.63		
34			Average training hours per employee category		N/A	N/A	21.27	16.10	34.06	32.16	
			- Executives		45		16.80		31.29		
			- Management		60		11.79		42.58		
			- Employee (non-management level)		39		21.90		32.89		
35			Average training days per employee	Days / Person	N/A		3.35		5.61		
36	Total cost of employee training and development	THB	2,754,534		7,866,258		2,208,126				
37	Average cost of employee training and development	THB / Person	3,127		9,222		2,364				
38	N/A	N/A	Total number of training courses (both internal and external)	courses	N/A		N/A		141		
39			Number of employees trained through the New Employee Preparation Course, covering:	Person	N/A		227		219		
			- Orientation - Management Systems - Policies, CG, Code of conduct, Anti-Corruption, Company Values, Role-Model Behavior - Safety & Occupational Health, Working Environment - Energy Conservation - Basics of Power Generation - Information System, JD, OJT		N/A	N/A	176	51	150	69	
40			Employees who received training on the following courses:								
40.1			- Code of Conduct & Whistleblowing	% (of total employees)	N/A		N/A		100% (Target ≥ 50%)		
40.2			- Anti-Corruption & Whistleblowing	% (of total employees)	N/A		N/A		100% (Target ≥ 50%)		
40.3			- Human Rights (covering child/force labour, harassment, bullying, discrimination) & Whistleblowing	% (of total employees)	N/A		N/A		100% (Target ≥ 50%)		
40.4			- Safety & Occupational Health	% (of total employees)	N/A		N/A		51.18% (Target ≥ 50%)		
40.5			- Environment Management	% (of total employees)	N/A		N/A		31.16% (Target ≥ 20%)		
40.6			- Insider information misuse	% (of total employees)	N/A		N/A		100% (Target ≥ 50%)		
40.7			- Cyber Security and Personnel	% (of total employees)	N/A		N/A		100% (Target ≥ 50%)		
40.8			- Sustainability Development	% (of total employees)	N/A		N/A		100% (Target ≥ 50%)		
41			Employees trained to develop their potential according to the criteria specified	% (of total employees)	59.53 (Target ≥ 50%)		86.07 (Target ≥ 50%)		94.97 (Target ≥ 50%)		
Topic: Employee Performance and Career Development Reviews											
42	Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Percentage of employees receiving regular performance and career development reviews (At least once a year)	% (of total new employees)	100	100	100	100	100	100	
42.1			- Executives	% (of total executives)	100		100		100		
42.2			- Management	% (of total managements)	100		100		100		
42.3			- Employee (non- management level)	% (of total non-managements)	100		100		100		
Topic: Equal Remueration											
43	N/A	N/A	Total remuneration of all employees	THB	350,056,870.47		404,152,893.96		405,328,731.50		
44			Average remuneration	THB (by gender)	267,949,709.78	82,107,160.69	311,411,397.48	92,741,496.48	306,120,620.19	99,208,111.31	
			THB / person	397,340		454,615		433,971			
45			By Function								
			Maintenance	Person	N/A		N/A		131		
45.1				Bath	N/A		N/A		46,698,420		
			45.2	Operation	Person	N/A		N/A		564	
45.3				Bath	N/A		N/A		201,357,102		
			Support	Person	N/A		N/A		239		
				Bath	N/A		N/A		157,273,210		

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Power Plant Reporting Coverage (%)					100%		100%		100%	
46	Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Ratio of basic salary and remuneration of <u>women to men</u>							
46.1			- Basic salary only	Times	N/A		N/A		1.014	
46.2			- Remuneration	Times	1.004		1.004		1.117	
46.3			Ratio of basic salary and remuneration of <u>women to men</u> (by employee category)							
			Executives - Basic salary only - Remuneration	Times	N/A		N/A		0.5	
					N/A		N/A		0.7	
46.4			Management - Basic salary only - Remuneration	Times	N/A		N/A		0.9	
					N/A		N/A		1	
46.5	Employee (non-management level) - Basic salary only - Remuneration	Times	N/A		N/A		0.83			
			N/A		N/A		0.87			
	Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Ratio of entry level wage (full-time wage) (base on basic salary) compares to local minimum wage							
47			Ratios of entry level wage by gender compared to local minimum wage	Times	N/A		N/A		1.42	
				Times	N/A	N/A	N/A	N/A	1.25	1.25
48		202-2 Proportion of senior management hired from the local community	Share of native (Thai) employees on senior management and above level	%	N/A		N/A		8.57	
49	General Disclosures 2021	2-21 Annual total compensation ratio	Annual total compensation ratio							
49.1			Ratio of the annual total compensation for the organization’s highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	Times	N/A		N/A		Omitted due to confidentiality of individual compensation data	
49.2			Ratio of the percentage increase in annual total compensation for the organization’s highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	Times	N/A		N/A		Omitted due to confidentiality of individual compensation data	
Topic : Provident Fund										
	N/A	N/A	Employees							
50			Total employees eligible to participate in the Provident Fund	Person	813		827		751	
51			Total employees who are members of the Provident Fund	Person	285		314		450	
52			Proportion of employees participating in the Provident Fund (out of all employees)	% (of total employees)	32.35		35		48	
53			Proportion of employees participating in the Provident Fund (out of all eligible employees)	% (of total eligible employees)	35		38		60	
54			Amount of money contributed by the company to the Provident Fund (for all employees)	THB	1,955,178		2,030,476		2,593,729	
55			Amount of money contributed by employees to the Provident Fund	THB	1,955,276		2,028,243		2,326,022	
56			Executives Director and executives							
	Amount of money contributed by the company to the Provident Fund (executive directors and executives)	THB	196,680		205,680		213,680			
Topic: Employee Wellbeing										
57	N/A	N/A	Employee Engagement							
			- Target	%	≥ 70%		≥ 70%		≥ 70%	
			- Result	%	76		76		78	
			- Coverage	%	N/A		N/A		90	

Sustainability performance data : Social_Human Capital

Sustainability Performance Data: Social - Human Capital										
#	GRI		Required Data	Unit	2023		2024		2025	
	GRI Standards Title	GRI Standards			Male	Female	Male	Female	Male	Female
Power Plant Reporting Coverage (%)					100%		100%		100%	
Topic: Working hours										
58	Occupational Health and Safety 2018	403-9 Work-related injuries	Total number of working hours for all employees	Hours	2,036,872.00		2,135,662.00		2,039,856.00	
Topic: Freedom of Association and Collective Bargaining										
59	General Disclosures 2021	2-30 Collective bargaining agreements	Employees covered by collective bargaining agreements	%	100		100		100	
60	N/A	N/A	Employees who have the right to exercise freedom of association	%	100		100		100	
61	Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Operations and suppliers in which workers’ rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:	%	N/A		N/A		0	
			- Type of operation and supplier	%	N/A		N/A		0	
			- Countries or geographic areas	%	N/A		N/A		0	
Topic: Labor/Management Relations										
62	N/A	N/A	Number of cases or incidents leading to labor disputes	Incidents	0		0		0	
Topic : Training for Security Personnel										
63	Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Percentage of Security personnel have received formal training in the organization’s human rights policies or specific procedures and their application to security	%	N/A		N/A		100	
Topic : Human Rights										
64	Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Incidents of violations the rights of indigenous peoples	Incidents	0		0		0	
65	N/A	N/A	Incidents of violations of the human rights	Incidents	0 (Target =0)		0 (Target =0)		0 (Target =0)	
66			Number of complaints related to human rights violations	Number	0 (Target =0)		0 (Target =0)		0 (Target =0)	
67			Number of Child laborers	Person	0 (Target =0)		0 (Target =0)		0 (Target =0)	
68	Non-discrimination 2016	406-1 Incidents of discrimination and correction actions taken	Incidents of discrimination	Incidents	0		0		0	
69	Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Operations and suppliers at significant risk for incidents of:	%	N/A		N/A		0	
			- Child labor (in company operations)	%	N/A		N/A		0	
			- Child labor (in suppliers’ operations)	%	N/A		N/A		0	
			- Young workers exposed to hazardous work (in company operations)	%	N/A		N/A		0	
			- Young workers exposed to hazardous work (in suppliers’ operations)	%	N/A		N/A		0	
70	Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Operations and suppliers at significant risk of forced or compulsory labor either in terms of:	%	N/A		N/A		0	
			- Type of operation	%	N/A		N/A		0	
			- Type of supplier	%	N/A		N/A		0	
			- Countries or geographic areas (of company operations)	%	N/A		N/A		0	
			- Countries or geographic areas (of suppliers’ operations)	%	N/A		N/A		0	

Sustainability Performance Data: Social - Human Capital										
#	GRI		Required Data	Unit	2023		2024		2025	
	GRI Standards Title	GRI Standards			Male	Female	Male	Female	Male	Female
Power Plant Reporting Coverage (%)					100%		100%		100%	
Topic : Community investment										
71	N/A	N/A	Amount of corporate or group donations/community investments made to registered not-for-profit organisations							
			- Donation to Wat Thai Buddhagaya-India	Baht	N/A		N/A		450,000	
			- Donation of solar-powered lamps to communities surrounding Boploy Power Plant	Unit	N/A		N/A		20	
			- Donation of solar panels to Chulalongkorn University to support educational activities	Baht	N/A		N/A		54,000	

- Remark:**
- N/A = Not Available
 - In 2025
 - The number of employees increased by 45 from 2024, driven by workforce expansion to support upcoming power plant operations.
 - There were 6 cases of involuntary turnover: 1 due to disciplinary violation and 5 due to failure to pass the probation period.
 - The employee engagement survey assessed the following key dimensions: 1) Corporate Image and Organizational Trust 2) Supervisory Support 3) Employee Welfare and Well-being 4) Work and Career Development 5) Working Environment.
 - Return to work rate
 - = (Total number of employees that did return to work after parental leave / Total number of employees due to return to work after taking parental leave) X 100
 - Retention rate
 - = (Total number of employees retained 12 months after returning to work following a period of parental leave / Total number of employees returning from parental leave in the prior reporting period(s)) X 100
 - Average training hours per employee
 - = Total number of training hours provided to employees / Total number of employees
 - Average training hours per female
 - = Total number of training hours provided to female employees / Total number of female employees
 - Average training hours per male
 - = Total number of training hours provided to male employees / Total number of male employees
 - Average training hours per employee category
 - = Total number of training hours provided to each category of employees / Total number of employees in category
- Definition:**
- Employee turnover: Employees who leave the organization voluntarily or due to dismissal, retirement, or death in service
 - Voluntary turnover: The situation where employees choose to leave an organization of their own accord.
 - Involuntary turnover: The situation where employees leave an organization due to reasons beyond their control, often initiated by the employer rather than the employee.
 - Parental leave : Leave granted to men and women employees on the grounds of the birth of a child
 - Remuneration : basic salary plus additional amounts paid to a employee

Sustainability performance data : Social_Occupational Health & Safety



Sustainability Performance Data: Social - Occupational Health & Safety								
#	GRI		Required Data	Unit	2023	2024	2025	
	GRI Standards Title	GRI Standards						
Occupational Health & Safety								
Total number of power plants with COD (Exclude Solar power plants)					15	16	16	
Topic: Hours worked [1]								
Reporting coverage (% of total of power plants) (Exclude Solar power plants)					60.00%	81.25%	87.50%	
Number of power plants (including only those with reported data)					9	13	14	
1	Occupational Health and Safety 2018	403-9 Work-related injuries	Total number of hours worked for all employees	Hours	1,325,832	1,969,744	2,124,971	
			Total number of hours worked for all contractors	Hours	15,020	68,115	212,436	
Topic: Work-related injuries [1]								
Reporting coverage (% of total of power plants) (Exclude Solar power plants)					60.00%	81.25%	87.50%	
Number of power plants (including only those with reported data)					9	13	14	
	Occupational Health and Safety 2018	403-9 Work-related injuries	Target for accidents involving employees and contractors.	per year	Zero Accident			
2			Fatalities as a result of work-related injuries					
			Fatalities Employees	Cases	0	0	0	
3			Fatalities Contractors	Person	0	0	0	
				Cases	0	0	0	
4			Rate of Fatality (Employees)	Person	0	0	0	
				Cases per million hours worked	0	0	0	
5			Rate of Fatality (Contractors)	Cases per million hours worked	0	0	0	
				High-consequence work-related injuries (excluding fatalities)				
6			High-consequence work-related injury Employees	Cases	0	0	0	
				Person	0	0	0	
7			High-consequence work-related injury Contractors	Cases	0	0	0	
				Person	0	0	0	
8			Rate of high-consequence work-related injury (Employees)	Cases per million hours worked	0	0	0	
				Person	0	0	0	
9			Rate of high-consequence work-related injury (Contractors)	Cases per million hours worked	0	0	0	
				Person	0	0	0	
10			Recordable work-related injury Employees	Cases	1	3	14	
				Person	N/A	N/A	14	
11			Recordable work-related injury Contractors	Cases	0	0	2	
				Person	0	0	2	
12			Lost-Time Injury Frequency Rate (LTIFR)					
			LTIFR Employees	Cases per million hours worked	0.75	1.52	6.59	
13			LTIFR Contractors	Cases per million hours worked	0	0	9.41	
				Lost-time incident rate (LTIR)				
14			LTIR Employees	Cases per 200,000 hours worked	0.15	0.30	1.32	
	Person	0		0	2			
15	LTIR Contractors	Cases per 200,000 hours worked	0.00	0.00	1.88			
		Topic: Work-related ill health [2]						
Reporting coverage (% of total of power plants) (Exclude Solar power plants)					40.00%	75.00%	87.50%	
Number of power plants (including only those with reported data)					6	12	14	
16	Occupational Health and Safety 2018	403-10 Work-related ill health	Fatalities as a result of work-related ill health					
			Fatalities Employees	Cases	0	0	0	
Fatalities Contractors			Cases	0	0	0		
Recordable work-related ill health								
18			Recordable work-related ill health Employees	Cases	0	0	0	
				Person	0	0	2	
19	Recordable work-related ill health Contractors	Cases	0	0	0			
		Person	0	0	2			

Sustainability performance data : Social_Occupational Health & Safety



Sustainability Performance Data: Social - Occupational Health & Safety							
#	GRI		Required Data	Unit	2023	2024	2025
	GRI Standards Title	GRI Standards					
Occupational Health & Safety							
Topic: Implemented an occupational health and safety Management System [3]							
Reporting coverage (% of total of power plants) (Exclude Solar power plants)					26.67%	75.00%	87.50%
Number of power plants (including only those with reported data)					4	12	14
20	Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Employees and contractors covered by an occupational health and safety Management System	%	100	100	100
Topic: Training on occupational health and safety standards [4]							
Reporting coverage (% of total of power plants) (Exclude Solar power plants)					33.33%	75.00%	87.50%
Number of power plants (including only those with reported data)					5	12	14
21	N/A	N/A	Number of employees trained on occupational health and safety standards.	Person	257	736	813
Topic: Certification [5]							
22	N/A	N/A	Sites with Certified OHSAS 18001 / ISO 45001				
			- Biomass Powerplant	Numbers	12	12	12
				% of total Biomass	100%	100%	100%
			- MSW Power Plant	Numbers	2	2	2
				% of total MSW	100%	100%	100%
			- Natural Gas Power Plant	Numbers	1	1	1
	% of total Natural Gas	100%	100%	100%			

• N/A = Not Available

• Total number of power plants with COD (Exclude Solar power plants and Mueang Buriram power plant)

[1] Reporting coverage:

- In 2023, the presented data included the power plants of Phon Thong ("ACP2"), Bo Ploy ("ACP3"), Khlong Khlung ("ACP4"), Sri Chiang Mai ("ALCP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Thoen ("ABA1"), Koh Khanun ("AAA1"), and MSW Krabi ("ALCP6").
- In 2024, the presented data included the power plants of Phon Thong ("ACP2"), Khlong Khlung ("ACP4"), Sri Chiang Mai ("ALCP1"), Sirindhorn ("ALCP2"), Ta Nee ("AAP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Thoen ("ABA1"), Don Mon ("ABE1"), Muang Korat ("AAE1"), Koh Khanun ("AAA1"), MSW Khon Kaen ("ALCP3"), and MSW Krabi ("ALCP6").
- In 2025, the presented data included the power plants of Ban Bueng ("ACP1"), Phon Thong ("ACP2"), Bo Ploy ("ACP3"), Khlong Khlung ("ACP4"), Sri Chiang Mai ("ALCP1"), Sirindhorn ("ALCP2"), Ta Nee ("AAP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Thoen ("ABA1"), Muang Korat ("AAE1"), Koh Khanun ("AAA1"), MSW Khon Kaen ("ALCP3"), and MSW Krabi ("ALCP6").

[2] Reporting coverage:

- In 2023, the presented data included the power plants of Ban Bueng ("ACP1"), Phon Thong ("ACP2"), Sri Chiang Mai ("ALCP1"), Nam Phong ("AAP1"), Koh Khanun ("AAA1"), and MSW Krabi ("ALCP6").
- In 2024, the presented data included the power plants of Ban Bueng ("ACP1"), Phon Thong ("ACP2"), Sri Chiang Mai ("ALCP1"), Sirindhorn ("ALCP2"), Ta Nee ("AAP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Don Mon ("ABE1"), Muang Korat ("AAE1"), Koh Khanun ("AAA1"), MSW Khon Kaen ("ALCP3"), and MSW Krabi ("ALCP6").
- In 2025, the presented data included the power plants of Ban Bueng ("ACP1"), Phon Thong ("ACP2"), Bo Ploy ("ACP3"), Khlong Khlung ("ACP4"), Sri Chiang Mai ("ALCP1"), Sirindhorn ("ALCP2"), Ta Nee ("AAP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Thoen ("ABA1"), Muang Korat ("AAE1"), Koh Khanun ("AAA1"), MSW Khon Kaen ("ALCP3"), and MSW Krabi ("ALCP6").

[3] Reporting coverage:

- In 2023 the presented data included the power plants of Ban Bueng ("ACP1"), Nam Phong ("AAP1"), Thoen ("ABA1"), and Koh Khanun ("AAA1").
- In 2024, the presented data included the power plants of Ban Bueng ("ACP1"), Phon Thong ("ACP2"), Sri Chiang Mai ("ALCP1"), Ta Nee ("AAP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Thoen ("ABA1"), Don Mon ("ABE1"), Muang Korat ("AAE1"), Koh Khanun ("AAA1"), MSW Khon Kaen ("ALCP3"), and MSW Krabi ("ALCP6").
- In 2025, the presented data included the power plants of Ban Bueng ("ACP1"), Phon Thong ("ACP2"), Bo Ploy ("ACP3"), Khlong Khlung ("ACP4"), Sri Chiang Mai ("ALCP1"), Sirindhorn ("ALCP2"), Ta Nee ("AAP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Thoen ("ABA1"), Muang Korat ("AAE1"), Koh Khanun ("AAA1"), MSW Khon Kaen ("ALCP3"), and MSW Krabi ("ALCP6").

[4] Reporting coverage:

- In 2023, the presented data included the power plants of Ban Bueng ("ACP1"), Nam Phong ("AAP1"), Thoen ("ABA1"), Koh Khanun ("AAA1"), and MSW Krabi ("ALCP6").
- In 2024, the presented data included the power plants of Ban Bueng ("ACP1"), Phon Thong ("ACP2"), Sri Chiang Mai ("ALCP1"), Ta Nee ("AAP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Thoen ("ABA1"), Don Mon ("ABE1"), Muang Korat ("AAE1"), Koh Khanun ("AAA1"), MSW Khon Kaen ("ALCP3"), and MSW Krabi ("ALCP6").
- In 2025, the presented data included the power plants of Ban Bueng ("ACP1"), Phon Thong ("ACP2"), Bo Ploy ("ACP3"), Khlong Khlung ("ACP4"), Sri Chiang Mai ("ALCP1"), Sirindhorn ("ALCP2"), Ta Nee ("AAP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Thoen ("ABA1"), Muang Korat ("AAE1"), Koh Khanun ("AAA1"), MSW Khon Kaen ("ALCP3"), and MSW Krabi ("ALCP6").

[5] Reporting coverage:

- In 2023-2025, the presented data included the power plants of Ban Bueng ("ACP1"), Phon Thong ("ACP2"), Bo Ploy ("ACP3"), Khlong Khlung ("ACP4"), Sri Chiang Mai ("ALCP1"), Sirindhorn ("ALCP2"), Ta Nee ("AAP1"), Chok Chai ("AAP2"), Nam Phong ("AAP1"), Thoen ("ABA1"), Don Mon ("ABE1"), Muang Korat ("AAE1"), Koh Khanun ("AAA1"), MSW Khon Kaen ("ALCP3"), and MSW Krabi ("ALCP6").

Remark:

• Rate of Fatality as a result of work-related injury

= (Number of fatalities as a result of work-related injury / Number of hours worked) X 1,000,000

• Rate of high-consequence work-related injuries (excluding fatalities)

= (Number of high-consequence work-related injuries (excluding fatalities) / Number of hours worked) X 1,000,000

• Lost-Time Injury Frequency Rate (LTIFR) represents the number of lost-time injuries (work-related injuries resulting in an individual being unable to work for at least one full shift) per one million hours worked, calculated using the following formula:

= (Number of Lost-Time Injuries / Number of Hours Worked) X 1,000,000

• Lost-time incident rate (LTIR) represents the number of lost-time injuries (work-related injuries resulting in an individual being unable to work for at least one full shift) per 200,000 hours worked, calculated using the following formula:

= (Number of Lost-Time Injuries / Number of Hours Worked) X 200,000

Definition:

- High-consequence work-related injuries: Work-related injury that results in an injury from which the employee or worker cannot recover fully to pre-injury health status within six months
- Recordable work-related injury : Refers to any injury that occurs as a result of work-related activities, include fatalities, accidents resulting in days away from work, or significant injuries diagnosed by a physician